



Scottish Public
Pensions Agency
Buidheann Peinnseanan
Poblach na h-Alba

Scottish Firefighters Pension Board

2024-25 Annual Report

Author: Andy Marchant, Board Chair

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This report was approved by the Scottish Firefighters Pension Board on 14 October 2025.

1. Introduction

This report covers the main work of the Scottish Firefighters Pension Board (the “Pension Board”) from 1 April 2024 to 31 March 2025.

More detailed information about the Pension Board, including its Terms of Reference, membership, agendas and minutes of its meetings are available on SPPA’s website - [Firefighters Pension board | SPPA](#)

2. Report from the Independent Chair

This year the focus of the Board has been dominated by the Remedy programme, supporting the SPPA with communications to members as the programme has developed. The implementation of this programme has been highly challenging for the SPPA to deliver, alongside ongoing service delivery, other regulatory programmes and a continuing focus on improving core technology platforms and online access. There has been an added challenge from budgetary pressure as well as a number of leadership and management changes across the year.

Some good progress has been made despite these challenges. Not all regulatory deadlines have been met, however, and The Pensions Regulator have been informed of this and the reasons why.

Despite the level of resource this programme has required, the Board have been pleased to see that day-to-day service standards have been maintained at a high standard and further progress has been made in developing online services, through the addition of webforms to allow a more effective service for email enquiries.

The SPPA have decided that the frequency of Board meetings should reduce from 4 to 2 each year, but the Board will receive more frequent reports on the scheme and there will be more opportunities to interact with members of other SPPA scheme boards and governance forums.

3. Board Composition

3.1 Membership

Details of the Pension Board members during 2024-25 are shown below.

Name	Role	Nominating organisation	Date joined Board
William Littleboy (resigned 21 June 2024)	Chair	Independent	20 August 2018
Andy Marchant	Vice-Chair	Independent	1 August 2020
Simon Leroux	Member representative	Fire Brigades Union	5 June 2023
Scott McCabe	Member Representative	Fire Brigades Union	1 May 2022
Angus Sproul	Member representative	Fire Brigades Union	1 May 2022
Nicola Hector	Employer representative	Scottish Fire and Rescue Service	1 April 2023
Kenneth Barbour	Employer representative	Scottish Fire and Rescue Service	1 June 2024
Elizabeth Barnes (resigned 31 March 2025)	Employer representative	Scottish Fire and Rescue Service	5 June 2023

All Board members are required to complete a register of interest and declare any potential conflicts of interests.

3.2 Board meetings

During the 2024-25 scheme year the Pension Board met on three occasions.

Name	29 May 2024	3 September 2024	26 February 2024
William Littleboy	Yes	N/A	N/A
Andy Marchant	Yes	Yes	Yes
Simon Leroux	No	No	Yes
Scott McCabe	No	Yes	No
Angus Sproul	Yes	Yes	Yes
Nicola Hector	No	Yes	Yes
Kenneth Barbour	Observer	Yes	No
Elizabeth Barnes	No	No	Yes

4. Pension Board costs

The Board has incurred fees and expenses amounting to £1,920.00 over the course of the year.